

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani

DATE: November 5, 1999

RE: Emergency Services Staffing Patterns

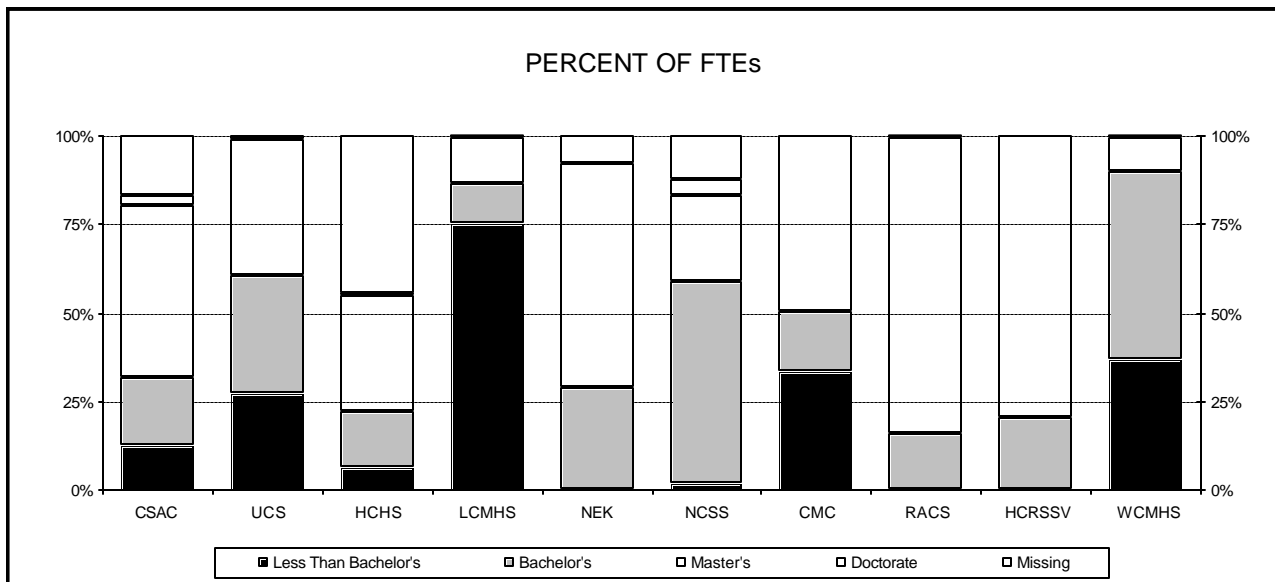
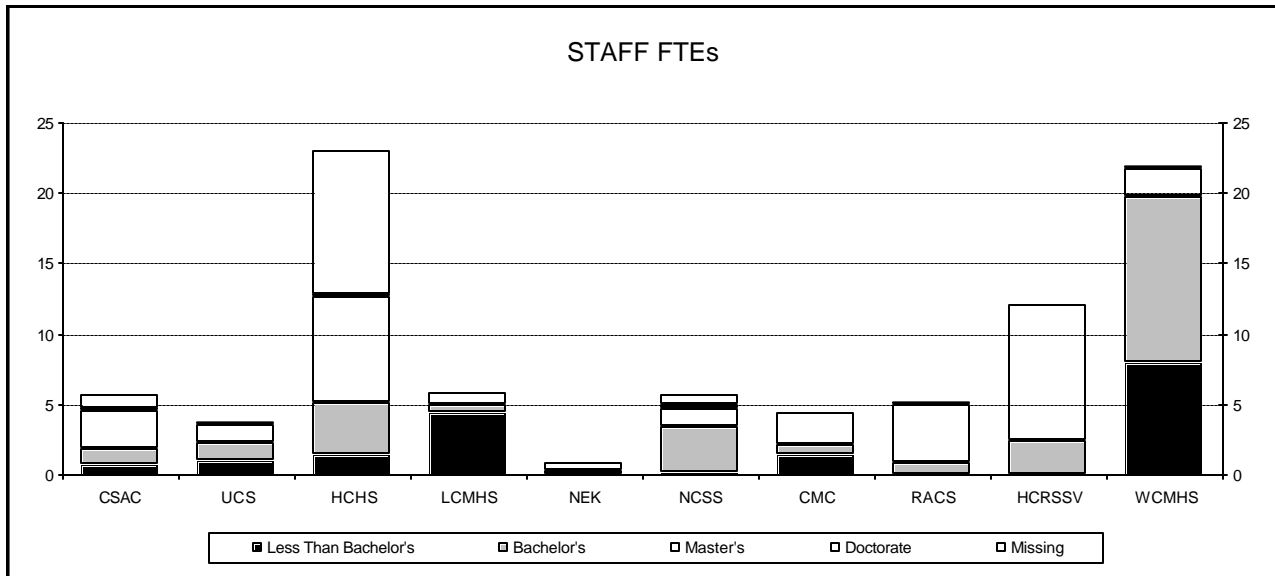
This week's PIP is the last in a series that examines the professional credentials of the staff of community mental health treatment programs in Vermont. The attached graphs and tables compare the level of education of people who worked in Emergency Services Programs during FY1997 and FY1998. The information on staff credentials is fairly complete for most providers for both years. Again, the exceptions to this rule were the Howard Center for Human Services which had significant missing data for both years, Northeast Kingdom and Counseling Services of Addison County which had moderate levels of missing data in both years, and Rutland Area Community Services which did not report in FY1997 but had no missing data on 1998.

In 1998, the staff of Emergency Services Programs had the fewest staff with Doctoral degrees (1% in Emergency compared to 11% in Adult Outpatient and 3% in Children's and CRT). Emergency Services programs had fewer Master's level staff than either Children's or Adult Outpatient Programs (37% in Emergency compared to 42% in Children's and 55% in Adult Outpatient).

Emergency Services' staff included fewer people with less than a Bachelor's degree than CRT Programs (19% vs. 39%), about the same number of people with less than a Bachelor's degree as Children's Programs (19%), and more people with less than Bachelor's degree than Adult Outpatient (19% vs. 13%).

In addition to these data on the educational level of staff, the DDMHS Human Resources Data Set also includes data on other staff characteristics including age, gender, discipline/training, license or certification, and staff turnover rates. If you would be interested in further analysis of data regarding staffing patterns at community mental health programs in Vermont, please give us a call (802-241-2638) or send an email (jpandiani@ddmhs.state.vt.us).

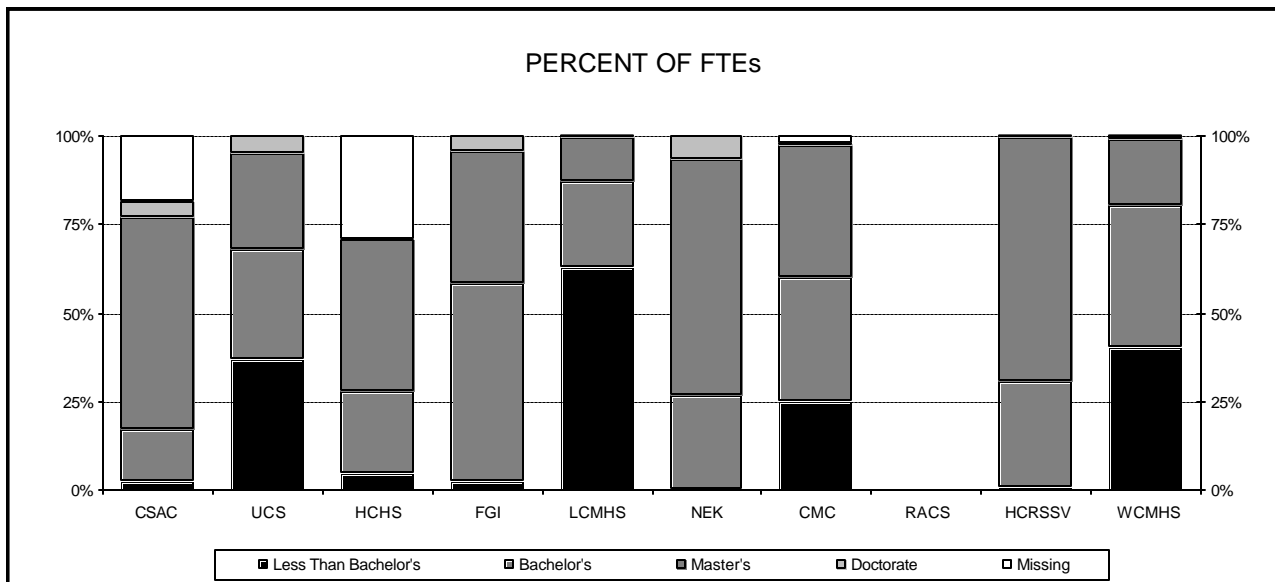
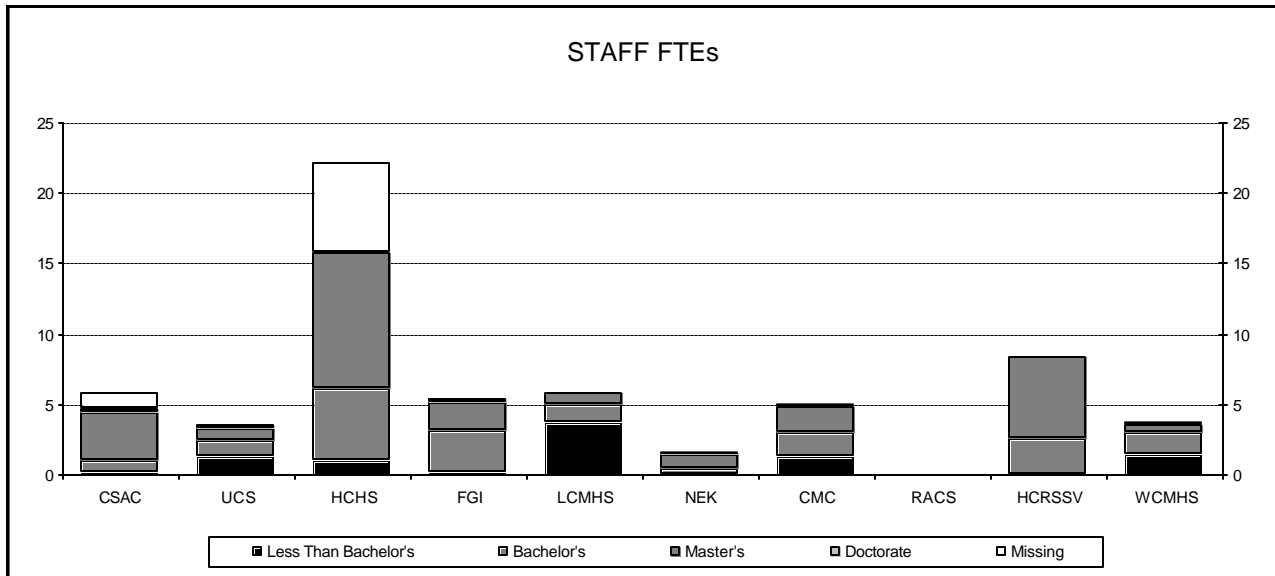
EMERGENCY SERVICES PROGRAMS HIGHEST DEGREE EARNED BY STAFF, FY1998



Region/Provider	Highest Degree Earned										Total FTEs
	Less Than Bachelor's		Bachelor's		Master's		Doctorate		Missing		
	FTEs	%	FTEs	%	FTEs	%	FTEs	%	FTEs	%	
Addison - CSAC	0.7	13%	1.1	19%	2.8	49%	0.2	3%	1.0	17%	5.7
Bennington - UCS	1.0	27%	1.2	34%	1.4	39%	0.0	1%	0.0	-	3.6
Chittenden - HCHS	1.4	6%	3.7	16%	7.5	33%	0.1	0%	10.3	45%	23.1
Lamoille - LCMHS	4.4	75%	0.7	11%	0.8	13%	0.0	1%	0.0	-	5.8
Northeast - NEK	0.0	-	0.2	29%	0.5	63%	0.1	8%	0.0	-	0.9
Northwest - NCSS	0.1	2%	3.2	57%	1.4	24%	0.3	5%	0.7	12%	5.7
Orange - CMC	1.4	33%	0.7	17%	2.2	50%	0.0	-	0.0	-	4.4
Rutland - RACS	0.0	-	0.8	16%	4.2	83%	0.0	1%	0.0	-	5.0
Southeast - HCRSSV	0.0	0%	2.5	20%	9.6	80%	0.0	-	0.0	-	12.1
Washington - WCMHS	8.0	37%	11.7	54%	2.0	9%	0.2	1%	0.0	-	21.9
Total	17.1	19%	25.8	29%	32.4	37%	0.8	1%	12.0	14%	88.1

Information is based on human resources data submitted by Vermont's community service providers. FTEs computed for a 37.5 hour work week.

EMERGENCY SERVICES PROGRAMS HIGHEST DEGREE EARNED BY STAFF, FY1997



Region/Provider	Highest Degree Earned										Total FTEs
	Less Than Bachelor's		Bachelor's		Master's		Doctorate		Missing		
	FTEs	%	FTEs	%	FTEs	%	FTEs	%	FTEs	%	
Addison - CSAC	0.1	2%	0.9	15%	3.5	60%	0.3	4%	1.1	18%	5.8
Bennington - UCS	1.3	37%	1.1	31%	1.0	27%	0.2	5%	0.0	-	3.5
Chittenden - HCHS	1.0	5%	5.1	23%	9.6	43%	0.0	-	6.5	29%	22.2
Franklin - FGI	0.1	2%	3.0	56%	2.0	37%	0.3	5%	0.0	-	5.4
Lamoille - LCMHS	3.6	62%	1.4	24%	0.7	13%	0.0	1%	0.0	-	5.8
Northeast -NEK			0.4	27%	1.0	66%	0.1	7%	0.0	-	1.6
Orange - CMC	1.2	25%	1.8	35%	1.9	37%	0.0	1%	0.1	2%	5.0
Rutland -RACS											
Southeast - HCRSSV	0.0	0%	2.6	30%	5.8	69%	0.0	0%	0.0	-	8.4
Washington - WCMHS	1.5	40%	1.5	40%	0.7	19%	0.0	0%	0.0	1%	3.6
Total	8.9	15%	17.7	29%	26.1	43%	0.9	1%	7.7	13%	61.3

Information is based on human resources data submitted by Vermont's community service providers. FTEs computed for a 37.5 hour work week. Rutland Area Community Services did not report for FY1997.